Spectrum

Bring Your Own Device

What?

Employees are allowed or encouraged to use their personal mobile devices—and, increasingly, notebook PCs—to access enterprise data and systems.

Advantages

1) Cost savings - The business saves money on high-priced devices.
2) Increased Flexibility - Allows employees to work remotely with little effort.
3) Increased Productivity - Because workers will always have their device with them, they will be more available and be able to continue their work seamlessly no matter where they are.
4) Attractiveness to job seekers - According to one study, 44% of job hunters find an offer more attractive if the employer allows them to use their own devices in some way.

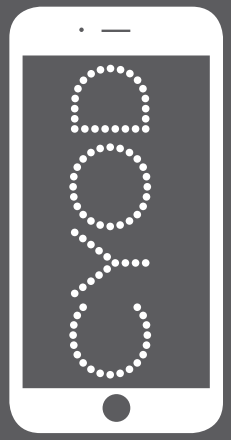
Disadvantages

1) Support of many different devices - The IT department will need to support many different types of devices and operating systems since there will be no standard device used.
2) Less Control - Organizations have no control over what types of applications are put on the device, which makes it difficult to enforce security.
3) Security risks - BYOD increases the risk of having a security breach of important data.
4) Privacy - Many employees worry about their own privacy and personal information.

Tips for Businesses

1) Educate employees - Good guidelines for useage should laid down from the start.
2) Set up passcodes - Enabling a device's passcode lock means others won't be able to easily access sensitive information.
3) Secure your network - Wi-fi networks should have secure passwords both for users connecting and for admins maintaining the network.
4) Install security software - Require employees to download and install a security app which can quickly scan any new app for malicious content.

Choose Your Own Device



What?

Employees are offered a suite of choices that the business has approved for security, reliability, and durability. Devices work within the company IT environment, but the employees own their phone — either they paid for it themselves and can keep it indefinately, or the business provided a stipend and they can keep it for the duration of their employment.

Advantages

1) Centralised estate management – Enables greater visibility of tariff costs, personal usage and operating efficiency.
2) **Reduced mobile call costs** – Users will benefit from reduced rates for International/roamed calls compared to standard call rates on a consumer tariff.
3) **Increased productivity** – Employees can select the device that offers the functionality that suits them.
4) **Enterprise retains control** – by owning the SIM, IT can exert much greater control over security requirements and costs.

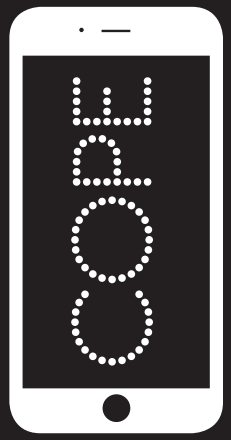
Disadvantages

1) **Delays** - Device approval process can take some time and this could lead to new technology being missed or delayed.
2) **Cost** - It is expensive to keep buying the newest phones, but it is necessary in order to remain up-to-date.
3) **Possible decrease in productivity** - Employees may not be happy with the choices on offer.
4) Possible security Issues - If employees are unhappy with the choice of devices they may use their own which it could cause security problems.

Tips for Businesses

1) Make it a team effort - Develop your CYOD policy by collaborating with industry experts, IT staff, management and employees.
2) **Keep it simple** - When searching for the best hardware look for those that can accomplish everything you need in one device.
3) **Set Limits** - When determining the level of personal software allowed on devices, a good policy is to restrict data-intensive or battery-draining apps but allow less invasive services to remain.

Company-issued, Personally-Enabled



What?

The business buys the device and still owns it, but the employee is allowed, within reason, to install the applications they want on the device, be it smartphone or traditional computer.

Advantages

1) Cost Savings - COPE allows businesses to use their corporate discounts.
2) **Eases Support Issues** - Deploying the same hardware to every employee causes less issues for IT when it comes to installing software and repairs.
3) **High Security** - Full control of the device means that IT retains the ability to simply wipe the device if it is lost or stolen. Organizations can also conduct automatic checks on malware and dangerous applications, sending warnings about certain apps to the device owner.

Disadvantages

1) Time - A substantial amount of time is needed to manage corporate-owned devices.
2) Less freedom for employees - Even if organizations provide users with the newest and best devices, if they don't give users the freedom to choose and use their own, the users may simply bring their own causing security issues.
3) **Privacy** - Employees may be less willing to put personal data on a device that's owned by the company, thereby eliminating the chance to personalize the device.

Tips for Businesses

1) Recycle and bulk buy - Take advantage of the ability to recycle devices as part of the contract. Alternatively, to keep costs down, buy in bulk. By doing so, you can negotiate substantial discounts.
2) **Be aware of hidden cost**s - Costs to look out for include device management, maintenance and migration expenses, among other things.